

Ashbourne Hilltop Primary and Nursery School Equality Objectives for 2021 - 2024

The Equality Act 2010 was introduced to ensure protection from discrimination, harassment and victimisation on the grounds of specific characteristics (referred to as **protected characteristics**). For schools, this means that it is unlawful to discriminate against individuals or treat them less favourably because of their sex; race; age; disability; religion or belief; gender reassignment; sexual orientation; pregnancy or maternity.

Under the Act, the school is expected to comply with the Public Sector Equality Duty (PSED). This requires us to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups

As a public organisation, we are required to:

- Have due regard to the PSED when making decisions, taking action or developing policy and practice.
- Publish information to show compliance with the Equality Duty. This is done via our Equalities Policy.
- Publish Equality Objectives which are specific and measurable.

Our Equalities Policy is in line with national guidance and contains information about how the school complies with the Public Sector Equality Duty. We also give guidance to staff and the wider school community on our approach to promoting equality.

Our Equality Objectives reflect the school's priorities, our Cooperative values and draw upon available data and other evidence. Careful analysis of this is undertaken in order to ensure that we are working to achieve improved outcomes for different groups.

For 2021 - 2024, our Equality Objectives are:

- Use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons and other Alternative Provision settings
- Raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.
- Ensure that all students are given the opportunity to make a positive contribution to the life of the school.
- Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.

Objective 1	Equality Strand	Actions and who will be involved	Persons responsible	Timings	Impact
Use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons and other Alternative Provision settings	Race Gender Disability Faith or religion Socio-economic background.	Monitor and track pupil progress and achievement by race, gender and disability and use this information to support pupils' achievement. Completion of baseline/teacher assessments provide specific information and identification of levels of ability and gaps in pupil knowledge and understanding. Individual Learning Plans are created and individual interventions implemented to help support pupils learning and achievement.	<ul style="list-style-type: none"> • Class teachers • Support staff • Head Teacher • Subject Leads • Link Governors 		
<p><u>This objective has been chosen:</u> To ensure that the quality of education and opportunity is available to help meet the needs of all pupils, irrespective of race, gender, disability, faith or religion or socio-economic background.</p>					
<p><u>Progress we are making towards this objective:</u> Baseline assessments and Individual Learning Plans are being developed and implemented. Data collected is used to identify appropriate intervention strategies and classroom based approaches. Pupil progress is monitored at termly intervals. The curriculum offer is currently under review, however is accessible to all and relevant to the needs of each individual pupil through core subjects and wider learning opportunities.</p>					
Objective 2	Equality Strand	Actions and who will be involved	Persons responsible	Timings	Impact
Raise the awareness and skills of staff to promote fairness, equality and good	Disability Disadvantaged Gender	To provide staff with opportunities for CPD that are linked to staff performance management procedures. Identify and organise appropriate training for	<ul style="list-style-type: none"> • All school staff • Head Teacher • Subject Leads 		

relations in the context of their role.		<p>staff in relation to the context of their role and ensure all staff have completed a full induction into the School.</p> <p>Complete all staff appointments that are in compliance with the law and safer recruitment procedures and the make-up of the staff team represent the community in which the school is based.</p> <p>Undertake regular staff briefings and meetings discussing equality of opportunity, fairness and inclusion.</p> <p>Provide all stakeholders access to relevant school policies and ensure that staff are aware of any statutory and local updates to practice or policy as they occur</p>	<ul style="list-style-type: none"> • Governors 		
<p><u>This objective has been chosen:</u> This objective has been chosen to promote equal opportunities and positive relationship building that will help to enhance the level of understanding and contribution to the school culture of openness, fairness and non-discrimination.</p>					
<p><u>Progress we are making towards this objective:</u> Newly appointed staff have completed Safeguarding and Positive Handling training. All staff received a Handbook including Health and Safety information, Staff Code of Conduct and GDPR information at the start of the academic year. All staff receive a regular briefing which incorporates discussion on highlighted issues and topics related to any discrimination, harassment and bullying. All school policies and procedures are available and accessible to staff and contain up to date information related to the Equality Plan and linked procedures.</p>					
Objective 3	Equality Strand	Actions and who will be involved	Persons responsible	Timings	Impact
Ensure that all students are given	Disability Disadvantaged	Ensure that opportunities are in place to capture the pupil voice and allow for their	<ul style="list-style-type: none"> • Class teachers • Support staff 		

the opportunity to make a positive contribution to the life of the school.	Gender	<p>opinions and suggestions to be listened to by leaders of the school.</p> <p>Provide opportunities for pupils to raise any concerns, free from bias, by building positive relationships with staff and confidence that school leaders act upon any concerns raised. Staff to use positive praise as an incentive for pupils to engage in learning.</p> <p>Keep parents informed of pupil progress and providing opportunities for pupils to showcase their work.</p> <p>Highlight successes and specific contribution from pupils to senior leaders of the School and Local Governing Body.</p>	<ul style="list-style-type: none"> • Head Teacher • Subject Leads • Link Governors 		
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This objective has been chosen:

Because we are especially keen to ensure that pupils feel empowered and able to contribute positively to the organisation of the school and confident that their voice is heard and listened to. This will help ensure that pupils feel valued, respected and at the centre of everything that the setting and school strive to achieve.

Progress we are making towards this objective:

School Council in place with class representatives from each group of pupils. Class representatives to meet with the Head Teacher and senior staff.

Regular communication with parents/carers.

Pupils provided with adequate and appropriate resources to enable them to fulfil their potential and complete work to the highest possible standard, with support from relevant staff.

Monitoring pupil attendance closely and offering support through working with other professional/agencies and parents.

Objective 4	Equality Strand	Actions and who will be involved	Persons responsible	Timings	Impact
Address cultural events through the curriculum to	Race and Religion	Deliver cultural topics through the curriculum, especially in PSHE and Citizenship. Inform pupils of cultural events by displaying			

increase student awareness and understanding of issues in different communities.		information on display boards situated throughout the school.			
<p><u>This objective has been chosen:</u> To broaden pupil understanding, awareness and tolerance of other cultures, nationalities and religions in the local communities and nationally.</p>					
<p><u>Progress we are making towards this objective:</u> All pupils receive PSHE and Citizenship as part of the curriculum offer, including undertaking projects on the diversity of culture and religions within the United Kingdom.</p>					